

**Annual Cable EEO Public File Report  
For  
Conway Corporation Cable  
Conway, Arkansas**

**Covering the Period from 10/1/2020 – 9/30/2021**

This EEO Public File Report is filed pursuant to Federal Communication Commission's (FCC) equal employment opportunity (EEO) rules for cable television operators. The FCC's Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the cable employment unit during the preceding year, identified by job title.
2. For each such vacancy, the recruitment sources(s) used to fill the specific vacancy, together with the address, contact person, and telephone number of each source (and including organizations entitled to notification of vacancies).
3. The recruitment source that referred the hiree for each full-time vacancy during the preceding year.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
5. A list and brief description of "recruitment initiatives" implemented during the preceding year, if applicable.

The tables which follow have been designed, in the aggregate, to provide the required information.

*Conway Corporation maintains EEO Public File Reports for public inspection for five years.*



## II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	University of Central Arkansas Contact Person: Pam Hapner Career Services Department 201 Donaghey Avenue Bernard 314 Conway, AR 72035 501-450-3134	Y	0
2	Hendrix College Contact Person: Jamie Fotioo Associate Director of Career Services 1600 Washington Avenue Conway, AR 72032 501-450-1416	N	1
3	Central Baptist College Contact Person: Kerry Norris Director of Student Services 1501 College Avenue Conway, AR 72034 501-205-8837	Y	1
4	UACCM Conway - Adult Education Center Contact Person: Reginia Kimbrough 125 S. Center Street Conway, AR 72034 501-450-4810	Y	0
5	Arkansas Department of Workforce Services Contact Person: Diana Kirkdoffer/Larry Woodle Employer Services Interviewer P. O. Box 189 Conway, AR 72033 501-730-9878	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
6	Department of Human Services Transitional Employment Assistance Contact Person: Leah Hutto 1000 E. Siebenmorgan Road Conway, AR 72032 501-730-9954	Y	0
7	UACCM Conway-WAGE Training Center Contact Person: Kathryn Rasure UACCM Conway- Adult Education Center 1537 University Blvd Morrilton, AR 72110 501-450-4810	Y	0
8	U of A Community College In Morrilton Contact Person: Derek Moore Director of Academic Advising and Career Services 1537 University Blvd. Morrilton, AR 72110 501-977-2084	Y	0
9	Pulaski Technical College Contact Person: Dianne Butler Counseling and Career Services 3000 West Scenic Drive North Little Rock, AR 72118 501-771-1000	N	0
10	Arkansas Rehabilitation Services Contact Person: Kristina Jones Business Engagement Representative 1150 N. Museum Road, #1 Conway, AR 72032 501-852-1002	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
11	The Salvation Army Captain Patrishia Knott P.O. Box 1176 Conway, AR 72033 501-329-1712	Y	0
12	Globetrotter Enterprises Jesse M. Grayson Placement Officer 2555 Remington Road Conway, AR 72032 501-336-8820	Y	0
13	Central Arkansas Planning and Development District One Stop Manager in Conway Bobby Strobel, Jr. 1500 Museum Road, Suite #109 Conway, AR 72032 501-730-3266	Y	0
14	Little Rock Job Corps Tim Golman Career Technical Training Instructor 6900 Scott Hamilton Road Little Rock, AR 72209 501-618-2598	Y	0
15	Goodwill Industries of Arkansas Jennifer Francomano Central Regional Manager, Career Service Manager 7400 Scott Hamilton Little Rock, AR 72209 501-372-5100	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
16	Protech Solutions, Inc. Debra Jackson 303 W. Capitol, Suite 330 Little Rock, Arkansas 72201 877-226-7000	Y	0
17	Arkansas Tech University Amanda Johnson Director, Norman Career Services Doc Bryan, Suite 229, 1605 Coliseum Drive Russellville, AR 72801 479-968-0278	N	0
18	Internal Conway Corporation Job Posting Contact Person: Lisa Douglas 501-450-6015	N	1
19	Conway Corporation Intranet Contact Person: Bobby Heffner 501-450-6000	N	1
20	Conway Corporation Website (www.conwaycorp.com) Contact Person: Lisa Douglas 501-450-6015	N	20
21	Log Cabin Democrat Contact Person: Crystal Geraldson Display Ads P. O. Box 969 Conway, AR 72033 501-505-1273 ext 273	N	3
22	Arkansas Democrat-Gazette Contact Person: Cassandra Green P. O. Box 2221 Little Rock, AR 72203-2221 501-378-3844	N	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
23	Conway Cable TV Channel 5 Classified Ads Contact Person: Beth Jimmerson Mgr, Marketing P. O. Box 99 Conway, AR 72033 501-450-6025	N	0
24	Conway Area Chamber of Commerce Job Bank Website Contact Person: Brad Lacy 900 Oak Street Conway, AR 72032 501-327-7788	N	0
25	Facebook - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Crystal Kemp Mgr, Marketing and Public Relations P. O. Box 99 Conway, AR 72033 501-450-6013	N	1
26	Twitter - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Crystal Kemp Mgr, Marketing and Public Relations P. O. Box 99 Conway, AR 72033 501-450-6013	N	0
27	Linked In - Social Media Posting of Job Vacancy on Conway Corporation Pages Contact Person: Crystal Kemp Mgr, Marketing and Public Relations P. O. Box 99 Conway, AR 72033 501-450-6013	N	1
28	University of Arkansas – Handshake Portal	N	0
29	University of Arkansas Pine Bluff – Handshake Portal	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
30	Employee Referrals	N	12
31	Non-Employee Referrals	N	3
32	Walk-in Applicants	N	1
33	<a href="http://www.jobsarkansas.com">www.jobsarkansas.com</a>	N	0
34	<a href="http://www.yahooohotjobs.com">www.yahooohotjobs.com</a> (Service provided by Log Cabin Democrat)	N	0
35	<a href="http://www.monster.com">www.monster.com</a>	N	0
36	<a href="http://www.indeed.com">www.indeed.com</a>	N	4
37	Unknown source <sup>1</sup>	N	1
<b>TOTAL INTERVIEWS OVER 12-MONTH PERIOD</b>			51

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<sup>1</sup>This category represents interviewees who declined to identify the referral source upon inquiry.



**Conway Corporation**

**RECRUITMENT INITIATIVES FORM**

**October/01/2020 – September/30/2021**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>DATE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY &amp; SCOPE OF CABLE OPERATOR'S PARTICIPATION</b>	<b>RECRUITING (AND MANAGEMENT STAFF) IN ATTENDANCE</b>	<b>CO-SPONSORS (IF APPLICABLE)</b>
1	Participation in at least two events sponsored by organizations representing groups present in the community interested in multichannel video programming distributor employment issues, including conventions, career days, workshops, and similar activities. (iv)	10/1/2020	The Independent Show – National Cable Television Cooperatives virtual conference.	Beth Jimmerson, Manager, Marketing & Communications	
		12/5/2020	Conway Corporation served on steering committee of Conway Area Youth Leadership Institute (high school juniors and seniors).	Crystal Kemp, Chief Marketing Officer	
		2020	Conway Corporation representative participated as board member of Opportunities Matter Arkansas	Bret Carroll, Chief Executive Officer	

		8/9/2021	Conway Corporation presented Conway Area Chamber of Commerce Minority Enterprise Development Awards	Bret Carroll, Chief Executive Officer	
		5/5/2021	Conway Corporation Chief Marketing Officer elected to serve on the Mid-America Cable Telecommunications Association Board of Directors as treasurer.	Crystal Kemp, Chief Marketing Officer	
		2020-2021	Conway Corporation Chief Technology Officer nominated to serve on the Arkansas Telecommunications Association and the National Cable Television Cooperatives Board of Directors.	Jason Hansen, Chief Technology Officer	
2	<b>Establishment of an internship program designed to assist members of the community in acquiring skills needed for multichannel video programming distributor employment; (v)</b>	5/18/21-12/31/21	Provided internship employment in Engineering	Greg Dell, COO; Brett McDaniel, Manager, Engineering & Planning; Dale Gottsponer, Electric Systems Senior Engineer, Lisa Douglas, Human Resources Director	
		6/1/2021	Hosted St. Joseph School student in job shadowing.	Jeff Matthews, Public Relations/Production Specialist	

3	<b>Participate in scholarship programs designed to assist students interested in pursuing a career in multichannel video programming communications (vii)</b>	Ongoing	Conway Corporation's board of directors established permanent scholarship endowments at the University of Central Arkansas, Hendrix College and Central Baptist College. The endowments will continue a long tradition of supporting higher education in Conway	Bret Carroll, Chief Executive Officer	Sponsor
		Ongoing	Conway Corporation funded an endowed WISH (Women in Support of Hope) scholarship at Central Baptist College	Bret Carroll, Chief Executive Officer	Sponsor
		08/18/2021	Conway Corp presents Conway Public Schools Teacher of the Year award winner – award funded through grant from Conway Corporation	Bret Carroll, Chief Executive Officer	
		May, 2021	Conway Corp presented four \$500 scholarships to Conway High seniors for their performance in the classroom and in their respective competitive arenas.	Bret Carroll, Chief Executive Officer	
4	<b>Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions (viii)</b>	10/1/20 – 9/30/21	All cable television installers and technicians are provided training through Society of Cable Telecommunication Engineers. Successful completion of training provides personnel with skills and knowledge needed to qualify them for higher level positions	Jody Smith, Mgr., Cable Telecommunication System (coordinating supervisor); Wesley Manion, Andrew Nelson,(training participants)	

		10/1/20 – 9/30/21	Cable television personnel attend training meetings at local chapter meetings of Society of Cable Telecommunications Engineers. Training provides personnel with skills and knowledge needed to qualify them for higher level positions	Jeff Meriweather, Doug Huckabay, Robert McCray, Brent Brown, Tommy Nolen, Jason Schaal, Brian Robinson, Tony Lemke, Brent Garren, Justin Kimbrow, Jonathon Booth, Jason Fleming, Jacob Stewart, John Davis, Andrew Nelson, Aaron Reynolds, Aaron Julian, Wesley Manion, Corey Free, Ben Lawrence, Cody Rowlett, James Buggs, Justin Moore, Will Evans, Blake Jones, John Spotts, Alex Bethea, Jody Smith, Cable TV Department	
		Ongoing	Conway Corporation partnered with Central Baptist College to provide employees with discounted tuition for courses offered through the college's PACE (Professional Adult College Education) Department.	Bret Carroll, Chief Executive Officer; Lisa Douglas, Human Resources Director	
		8/11/2021	Conway Corporation employees attended Leadercast: Shift, hosted by the Conway Area Chamber of Commerce	Jaylene Sexton, Mgr., Customer Service; Crystal Kemp, Chief Marketing Officer; Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Specialist; Brent Fason, Safety Coordinator; Erin Brown, Manager, Power Supply; Greg Dell, Chief Operating Officer; Jason Hansen, Chief Technology Officer; Brett McDaniel, Manager, Engineering & Planning; Beth Jimmerson, Manager, Marketing & Communications; Eleise Myers, Business Solutions Sales Engineer; Margaret Smith, Marketing Project Coordinator/Event Specialist; Jeff Matthews, Public Relations/Production Specialist	

		9/14/20 – 9/15/20	APPA Business and Financial Conference	Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist; Jim Clark, Human Resources Specialist	
		Ongoing	Customer Service Training	Jaylene Sexton, Mgr., Customer Service; Crystal Kemp, Chief Marketing Officer; Lesia White, Call Center Supervisor; all Customer Service, Call Center and Cable TV Installers	
		3/5/2021	UKG HR & Payroll eSymposium	DeAnna Smith, Human Resources Specialist Lisa Douglas, Human Resources Director  Jim Clark, Assistant Director, Human Resources	
		10/20 – 06/21	Conway Corporation Representatives participated in the Conway Area Leadership Institute	Mark Ferguson, Senior Engineer	
		8/11/21	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	DeAnna Smith, Human Resources Specialist Lisa Douglas, Human Resources Director  Jim Clark, Assistant Director, Human Resources	
<b>5</b>	<b>Participation in at least two events or programs sponsored by educational institutions relating to career opportunities in multichannel video programming communications. (x)</b>	2020 – 2021	Conway Corporation representative served on University of Central Arkansas College of Business Advisory Board	Bret Carroll, Chief Executive Officer	

		07/8/2021	Conway Corporation representative presented to the Conway Area Leadership Institute regarding the role utilities play in city development.	Brett McDaniel, Manager, Engineering & Planning	
		2020-2021	Conway Corporation provided internet access to Conway Public School students in need of access for virtual learning from early on in the pandemic. Nearly 60 families were connected.	Bret Carroll, CEO	
		8/2/2021-8/6/2021	Attended and graduated from the University of Central Arkansas Community Development Institute.	Jeff Matthews, Public Relations/Production Specialist	
		4/7/2021	Human Resources Director participated in virtual Q&A with law class student from the University of Central Arkansas	Lisa Douglas, Human Resources Director	
		8/13/2021	Conway Corporation participated, as a sponsor and exhibitor, in 16 <sup>th</sup> annual Conway Area of Commerce Teacher Breakfast and Education Fair	Jeff Matthews, Public Relations/Production Specialist; Beth Jimmerson, Manager, Marketing & Communications	Sponsor

		10/2020-03/2021	Channel 5 provided equipment and hands-on training to Conway High Wampus Cat Athletic Interns	Jeff Matthews, Public Relations/Production Specialist; Ryan Tucker, Senior Programming Coordinator	
		10/12/20 – 05/10/2021	Conway Corp participated in the Intentional and Inclusive Leadership program hosted by the University of Central Arkansas Women’s Leadership Network	Lisa Douglas, Human Resources Director; Crystal Kemp, Chief Marketing Officer	
		05/2021	2021 Academic Signing Day. Highlights the academic success of Conway’s high school seniors.	Bret Carroll, Chief Executive Officer	Co-Sponsor
<b>6</b>	<b>Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination (xiv)</b>	Ongoing	Training: Hiring, Managing Unconscious Bias, Conducting Interviews.	Lisa Douglas, Human Resources Director; Jim Clark, Human Resources Specialist	
		7/22/2021	2021 Central Arkansas Human Resources Association: Diversity, Equity and Inclusion Best Practices & Pitfalls	Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist;	

		10/8/2020	Arkansas Racial Equity Summit – University of Arkansas Center for Community and Economic Development	Lisa Douglas, Human Resources Director	
		1/27/2021, 7/27/2021	Conway Corporation Diversity, Equality & Inclusion Employee Resource Group meetings	Bret Carroll, CEO; Lisa Douglas, Human Resources Director; Jim Clark, Human Resources Specialist	
		9/1/2020 – 8/31/2021	American Public Power Association Diversity Advisory Group Member	Lisa Douglas, Human Resources Director	
		9/3/2020	2020 Managers & Supervisors Conference by Central Arkansas Human Resources Association	Jeff Matthews, Public Relations/Production Specialist; Cory Cox, Dispatch Coordinator	
		8/11/2021	Arkansas Compensation Association - Annual Benefits and Compensation Survey Workshop	Lisa Douglas, Human Resources Director; DeAnna Smith, Human Resources Specialist; Jim Clark, Assistant Director, Human Resources	



		1/29/2021	University of Central Arkansas training session: Diversity in Accounting	Monica Reap, Internal Auditor	
		11/13/2020	Content & Connectivity Human Resources Virtual Conference: Catalysts for Change	Lisa Douglas, Human Resources Director	
7	<b>Participate in other activities designed by the employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in multichannel video programming to job candidates who might otherwise be unaware of such opportunities. (xvi)</b>	April 2021	Conway Corporation sponsored Poster, Essay and Video Contest open to all students, K-12, in Conway Public School System.	Bret Carroll, Chief Executive Officer; Crystal Kemp, Chief Marketing Officer.	